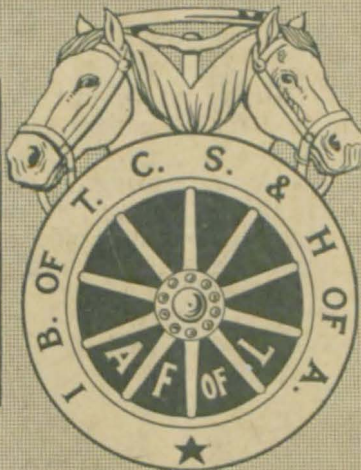


NOVEMBER 1927

Official Magazine
**INTERNATIONAL BROTHERHOOD
TEAMSTERS - CHAUFFEURS
STABLEMEN & HELPERS
of AMERICA**



WE CANNOT bring back those who have been called away to other shores, but we can do justice to the living by giving to those who are entitled to it, a square deal, or, going even further and giving to some of those who may not be entitled to it, the benefit of the doubt.



“CHICKENS come home to roost.” You cannot doublecross those with whom you come in contact and get away with it indefinitely. You must play the game square or else some day you will be caught in the dirty mess that you have attempted to prepare for others.



DON'T TRY to deceive others because you are attempting to deceive yourself by thinking that by just paying your dues you are living to your obligation. To be a real union man, you must have within you the principles of decency, honesty and fair play, doing justice and rendering service to those around you in proportion to what you receive.



THE TRADE UNION MOVEMENT select men to be their leaders because they wish them to be real leaders for a better union and a stronger fellowship amongst the members. This means, they must display tact, diplomacy, intelligence and cleanliness of character in both public and private life. The rank and file respect only that class of men. The days of the old blood-and-thunder labor officer, who threatened every one with his bombastic ideas and mouthings, are past and will never return. In our organization, we can line up man for man, a class of representatives who will compare favorably with any similar number of representatives from any institution, whether it be business, politics or labor.



“A MAN is a man for all that.” Dear old Bobby Burns realized that even though a man was poor, down and out without friends or education, that if within him there remained the principle of decency, honor, manhood, love for children and wife, loyalty to his fellowman, that he was a *Man*, and the noblest work of God is a real Man.

The four-flusher, the big-mouthed blusterer that promises everything but does nothing, never makes good; will last for awhile, but the faithful, sound thinking, real man lasts forever. Yes, sometimes misunderstood and sometimes unsupported and hated, but eventually loved and respected, because of his sincerity and square-dealing.



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Suggestions to Organizers

How to organize the unorganized is a question that is puzzling a good many union organizers. We frequently hear the statement that old organizing methods are no longer applicable and that we must find new methods. While there is an element of truth in this statement, it should not be interpreted to mean that the organizer should seek a new bag of tricks. Something much more fundamental is needed. The labor movement is a developing organization and what is true about it one year must be modified in following years. The organizer whose job it is to persuade men to join unions must know how his union is growing and changing.

There is nothing more convincing in a salesman than enthusiasm buttressed by unlimited information on the thing he is selling. Such a salesman knows all about his product, how it is made, how it is used, and its adaptability to various uses. So an organizer ought to know the history of his union, what it has done for its membership, and the various services it can render. If the organizer knows all these things about his union, he will realize what workers who do not belong to unions are losing and he will be fired with the desire to help them. There will be a reciprocal effect, for knowing about the union brings enthusiasm and enthusiasm breeds keener desire to know more about the union.

The organizer who knows the story of human struggle that built his

union, who knows the material and spiritual benefits which the union has given its members, whose constructive imagination sees infinite capacity to bring bigger opportunities to workers by strengthening the union, will be eager to persuade workers to join. The organizer has a real mission to perform. He is always a pioneer on the frontiers of unionism, and he must have the faith and the resourcefulness necessary to bring new areas under constructive forces. His success will depend upon his continuing preparation and his enthusiasm.

Now there is no such thing as luck in human achievement—only the capacity to meet opportunity. Those who succeed must give themselves unsparingly to study and effort. There are those who attribute Lindbergh's success to luck. But only willingness to submit to that discipline which made him a super-airman made possible his solitary flight across the waters. So organizers must give themselves unreservedly to the task of knowing unionism, in order to tell the story convincingly to the unorganized. Nor can we leave this field to paid organizers only. We have greater need than ever before in Labor's history for the devotion and consecration of volunteer organizing work. Each union member who is willing to help organize can equip himself. First outline all the arguments which you would advance to persuade workers to join the union; then list the arguments you think would be made in reply, and then see how to meet these arguments. It is most convincing to sustain arguments by citing concrete facts of what unions have done.—Federationist.

No Man Can Stand Alone

There are many who profit from the work of their organizations, yet who glibly disavow any interest in group endeavor. Their interest changes from apathy to antipathy.

They "haven't time," or they "make a contribution," or declare that they'll have nothing to do with an organization "which is run by a clique."

They are the unwitting economic "throwbacks," freaks who have sloughed off generations of development and reverted to form. They become selfish members of a community or trade, suspicious of each other, as it was in the beginning of things.

Such men lose materially and spiritually.

Set this down as gospel: The work of the world today is being done by groups.

The individual, no matter how strong as an individual, is weak without the strength of his group. And the beauty of American organization is that individuality is stimulated, not suppressed.

Roosevelt declared truly that every man owes something to his trade or profession—not a dole in the form of dues, but his best thought and inspiration. And Kipling, about the same time, viewing us and his own people with the eyes of a seer and prophet, remarked that the hope of the nation lay in "the everlasting teamwork of every bloomin' soul."

Mavericks in business are picturesque but abnormal. Biologists classify throwbacks as freaks.

In this world of modern business with its complexities no man can stand alone.—Editor "Nation's Business."

Company "Union" Is Not Unionism

Stripped of all non-essentials, the difference between the company "union" and the trade union is that the company "union" is an extension of management's functions in an effort to facilitate communication with employees; the trade union is the creation of the workers for the purpose of managing the collective business of wage earners as workers and for ex-

pressing their experiences and their views. One is the result of executive order and the other of growth and experience.

The union selects its own experts to serve as its representatives and manage its interests, and hence union undertakings are competent to speak for labor and with independence.

The company "union" is always under management's supervision and is restrained from selecting representatives not controlled by the employing company. Their representatives have more limited experience than union officials and they have less freedom of initiative.

It is hardly a true picture to call an agreement a "collective bargain" when the parties do not have equal footing.—William Green.

Labor's Defense

Careful preparation, efficiency, judgment, ability, courage, faith and loyalty are absolutely necessary to successfully meet the well-nigh airtight associations and organizations of combined capitalist owners and management in centralized industrial production. Never heretofore has labor had to meet such a formidable array of employers. They are well organized and equipped with abundant funds and unlimited resources, and skillfully handled. They are mostly concerned in success and more dividends. The owners do not come in contact with the workers. The human instinct and fellow feeling developed by contact is missing. Great corporations are mostly managed by well paid "hired men" who know they must get results and dividends or "walk the plank." All of which is the result of mass production, improved machinery and methods of production and they must be met by our union or we shall be gradually reduced to involuntary servitude.

We do not object to employers using any and all fair means that

make for success. This is written solely to call attention to existing conditions and to urge labor to be alert, to organize, to study conditions and to make changes in their laws and methods where necessary, that will enable them to meet and cope with the new conditions.

Labor Displacement Affects Prosperity

Los Angeles.—"Will the continued replacement of labor by automatic machinery load us down with chronic and steadily-increasing unemployment?" asked Secretary of Labor Davis in an address to the A. F. of L. convention.

The cabinet official indicated that no trade is immune from this invasion, and the situation is of "the gravest importance to the employer and to the country at large."

"By the figures supplied me from the Bureau of Labor Statistics," he said, "I learn that from our increase in population in the last eight or ten years, it now should take 140 men to supply the needs of the country where 100 could do so. Instead of that, and in spite of our having 20,000,000 more people, the needs of the country are supplied with 7 per cent fewer workers than we needed in 1919.

"We lower national prosperity 7 per cent if we permit 7 per cent of our workers to pass out of the consuming and buying market. In a way, whenever a man loses a job, we all lose at the same time. For business reasons we must keep our workers employed.

"In times past, the man whose place in industry was taken by a machine was left to his fate. He wandered as he could, without any help, into other occupations. Today we can not permit him to suffer distress incident to that period of sometimes painful adjustment.

"I believe public opinion will soon

expect every employer to regard it as a duty to introduce no labor-saving machine without seeing to the continued employment of the men thrown out of work by the new machine. Otherwise, we do not 'save' labor, but waste it."

Equity Judges Are Tyrants

Los Angeles.—The injunction process in labor disputes was assailed by speakers at the A. F. of L. convention, following a scathing report on this evil by the resolutions committee.

The committee was unsparing in its criticism and declared that it was necessary to define the jurisdiction of equity courts. Enforcement of Federal anti-trust laws, it was stated, has been directed exclusively against trade unions, though the statute was not intended for this purpose.

The abuse of the equity power is a Frankenstein that will, unless halted, "eat up the liberties of the people," declared Matthew Woll, A. F. of L. vice-president. He insisted that the equity power of courts be defined. He urged repeal of anti-trust laws, enactment of a real anti-monopoly law and the acknowledgment that workers are free to organize unhampered along lines of mutual helpfulness.

Andrew Furuseth, president of the International Seamen's Union, said the Supreme Court's decision in the stone cutters' case is the most emphatic warning that has come to the working people "to recover and guard their inheritance and freedom."

He said the vigorous enforcement of the Sherman anti-trust law would make it impossible to hold an A. F. of L. convention except secretly in a cellar or "like the early English trade unions, on a moor, where they buried the records."

"You have in the past blamed the judges," said Mr. Furuseth. "If you want to get relief from the misuse of equity (a beautiful name for a rotten thing), you should have the jurisdic-

tion of the judge defined, so he will not overstep it.

"If you want to get rid of the obstacles to mutual assistance, elect legislatures which will define the equity powers, not judges who will construe them."—News Letter.

State Politicians Assist Coal Owners

Los Angeles.—Pennsylvania politicians were scored by President Green of the A. F. of L. convention for the promiscuous issuance of police powers to gunmen who are paid by coal corporations.

"I can not understand how such a condition can prevail in free America," said Mr. Green. "We can remedy this condition in that boss-ridden state by serving notice on the political powers of Pennsylvania that we can mobilize the political strength of our people and drive from power those who have debauched their offices."—News Letter.

Gigantic Steals Are Blocked

Washington.—In a unanimous decision the United States Supreme Court restored the Teapot Dome oil field to the government.

The decision declared that when Secretary of the Interior Fall leased Teapot Dome to Harry F. Sinclair, it was the culmination of a conspiracy between the two "to circumvent the law and to defeat public policy."

The decision was written by Associate Justice Butler, who also wrote the decision that the Elks Hills oil field, which was leased by Fall to Edward L. Doheny, was tainted with fraud and ordered that that property be restored to the government.

The latest decision gives no comfort to Sinclair or Fall. The latter is declared to be "a faithless public officer." The two men will shortly appear before a District of Columbia

court to answer an indictment of criminal conspiracy.

The Supreme Court decisions are a triumph for the handful of Senators who stood with the late Senator La Follette in demanding that the transfers be probed. These Senators braved the wrath of powerful interests that attempted to manufacture a public opinion against an investigation.

Under the law, the Secretary of the Navy controlled the navy oil lands. The predecessor of President Coolidge transferred this control to Fall, then Secretary of the Interior. That official negotiated the transfers to Doeheny and Sinclair. The presidential order and the transfers have traveled through six federal courts and in five instances the government has been upheld. The one victory for the opposition was in the federal district court of Wyoming, where Judge Blake Kennedy upheld Sinclair and his Teapot Dome lease.

Every avenue in the civil courts is now closed to the oil grabbers, and oil lands that have an estimated value of half a billion dollars, are restored to the people.—News Letter.

Step-at-a-Time Plan Urged

Blackpool, England.—The annual conference of the British Labor Party was marked by a demand for reforms along practical lines rather than for "Socialism in our time." This policy has always been urged by trade union members of the party who have placed little faith in declamation.

"The Labor Party is determined to present to the nation definite pledges of workable reforms rather than vague propaganda for a distant Socialist state," said Ramsey MacDonald. This moderate position aroused the wrath of Communists who were seated as members of the Labor Party. The Communists, however, were silenced by the waves of applause from their opponents.

Jack Jones, aggressive trade union member of Parliament from Wales, nearly wrecked the conference by this reference to the House of Lords: "The only reform I am willing to give the House of Lords is chloroform." The miner showed how the Tories would be entrenched if they secured more power, which was favored by Premier Baldwin.

"I tell you as one within it," said Lord Arnold, "that the House of Lords will never give labor a fair deal. The House of Lords is blind to the signs of the times. It is callous, selfish, cynical, inconsistent, factious, obstructive, unscrupulous and utterly reactionary."

The next general election is scheduled for 1929, but members of the Labor Party are challenging Premier Baldwin to "go to the country" now on his program of outlawing the unions and more power to the House of Lords.

The conference refused to favor British trade unions reopening negotiations with the Communist Internationale at Moscow.—News Letter.

Cost of Armed Thugs Exceeds Living Wage

Indianapolis. — Officers of the United Mine Workers estimate that anti-union coal companies in the western Pennsylvania district are employing 4,000 coal and iron police, deputy sheriffs and gunmen.

"These 4,000 men are paid on an average \$10 a day and expenses," says the United Mine Workers' Journal. "They cost the companies \$40,000 a day for salaries, to say nothing of expenses. It is believed that this item alone adds \$1 per ton to production costs."

"These companies could almost pay the Jacksonville scale with this money alone, if they discharged their gunmen. The communities would be happier and more prosperous."—News Letter.

Federal Courts Make Two Slave Decisions

Federal Judge Grubb's decision that organized stone cutters in New York City must handle non-union stone is a slave edict.

This estimate harmonizes with what Associate Justice Brandeis said of a similar ruling by the United States Supreme Court in the Bedford (Indiana) case, on which Judge Grubb based his decision. The associate justice said:

"If, on the undisputed facts of this case, refusal to work can be enjoined, Congress created by the Sherman Law and the Clayton Law AN INSTRUMENT FOR IMPOSING RESTRAINTS UPON LABOR WHICH REMINDS ONE OF INVOLUNTARY SERVITUDE."

It may be said that workers can not be forced to labor against their will. That's what the stone cutters believed, but they have been enjoined from refusing to handle non-union stone.

They also are individually liable for damages and they face criminal prosecution. In fact, several of them have been indicted and now await trial.

The Grubb decision is more sinister than the Supreme Court decision. In the latter case private corporations asked for an injunction in the lower courts and finally won in the tribunal of last resort.

In the case before Judge Grubb the Federal Department of Justice was plaintiff—the government fought for anti-union employers.

A precedent is thus created that will not be overlooked by these employers. Hereafter, when they wage war on organized labor, and these workers refuse to handle their products, the Department of Justice may take up the employers' cause and ask for an injunction against the workers on the ground that interstate commerce is interfered with.

The United States Supreme Court has sanctioned such relief in the Bedford case, on request of private employers.

In view of these two epoch-making decisions, of the government's new position and of Associate Justice Brandeis' stinging comment, citizens may well ask if serfdom has passed. —News Letter.

Black Shirt Ideals Gaining in America?

San Francisco.—America is facing Black Shirt domination, according to Professor Guido Marx of Sanford University. He predicts: "At the present trend, Fascism will rule America in 10 years."

"Our liberties are stealthily being stolen," he said. "Examples of recent encroachments upon them are rather shocking in their frequency and scope."

"It is easy to cry 'radical' at every critic," he said, "but today even conservatives are becoming uneasy over judicial encroachments."

"Thoughtful people might well read and ponder over a recent article in Harper's on 'The Courts and Free Speech,' an amazing revelation on how far we have gone from democracy."

"Liberty is not something to be conferred upon a nation, nor does it reside within the covers of a book to be used in an emergency. It exists in its exercise, and those who have not the courage and the will to exercise it can never possess it."

"I was brought up to consider myself a sovereign citizen and to state to some extent the expression of my will. Now the whole shift is toward a conception of a sovereign state and a subject citizen."

"We are fast becoming a nation of subjects, and if that doesn't lead to Fascism, I do not know what Fascism means. It certainly is not a trend toward democracy." —News Letter.

Open Shopper Squeals for Annual Dues

Cleveland.—The American Plan Association continues to sue business firms in this city for back dues.

This anti-union organization never grows weary of discussing the "tyranny" of labor unions, but the \$18,000 a year manager insists that courts aid him in keeping his members in good standing.

Swindlers

About the worst specimen of humanity that crawls around over the universe, is the smooth-tongued shark who makes a practice of selling worthless stock and bonds to women who have suddenly come into possession of a legacy through the death of a relative, usually the husband.

In most cases these women have never been schooled in the matter of handling money. Always protected from the gruelling thrusts of the world, from its pitfalls and dishonest practices, it is no wonder they fall easily under the influence of the skunk who promises large returns and easy days from their investments.

In every city are scores of so-called investment houses where every morning is conducted a school of salesmanship for the purpose of training high-powered salesmen to go out and separate the unwary from their money. Country papers are carefully scanned for information that will enable them to call at the home of the widow shortly after the demise of her mate. The expression of a little hypocritical sympathy and her confidence is soon gained, and once gained it is comparatively easy to unload shares in some worthless enterprise that promises to bring rich returns. In nine cases out of ten it means the loss of both principal and interest.

Many a bereft woman can testify in the midst of her grief to having trusted her entire fortune into the

hands of one of these sharks, and instead of comfort and security in her declining days, she was forced to again become a breadwinner. All this paper can do is to sound a solemn warning to beware of this merciless tribe. Consult your banker if you have money to invest and in every case where their advice is followed it will be found no mistake has been made.—Exchange.

Problem of Distribution

For many years the manufacturing interests of our land have been engaged in developing an industrial situation which is attracting the attention of the peoples throughout the world. American enterprise and American initiative have practically revolutionized our manufacturing processes. The efficiency of the American workers has been increased in an amazing way during the last two decades. We are now equipped to manufacture in greater volume than ever before. The problem of production through the use of mechanical devices has been practically solved. We are now grappling with the more difficult problem of distribution.

The correct way by which this problem of distribution can be solved is through frank, sincere and honest dealing between employers and employees. The earnings of industry must be equitably distributed. If the employers and stockholders of manufacturing enterprises appropriate to themselves, in the form of dividends and earnings, all the profits of their enterprise, without allotting to their employes a fair share of the returns of their joint efforts, industry will ultimately suffer because of impairment which such a process will inflict upon the market for their production. The whole economical system is so delicately arranged and there is such an interdependence of interests that any violation of the rules of fair play and justice disturbs most seriously

the factors of production and consumption. Human selfishness must be considered and human weakness must be reckoned with. There will always be a strong difference of opinion between employers and employes with reference to fair and just distribution of the earnings of industry, but if the problem is considered in the spirit of tolerance and frankness, with a full regard for the rights of all concerned, we will solve the problem of distribution as we have solved the problem of production. The problem ought to be simple and easy of solution. We shall create a condition in industry where the producing capacity of the workers would be balanced with their consuming power.—The Chronicle.

Pinch-Penny Economy May Mean More Clerks

Washington.—Another triumph in national economy has been recorded.

Uncle Sam saved \$2.32 by the comptroller general's office disallowing that amount for cab fare to a clerk in the office of the ambassador to Chile.

The clerk worked until 2 and 3 o'clock in the morning on several occasions. He lives in the suburbs of the capital of Chile and hired a cab to go home and charged it to the government. The ambassador O. K.'d the bill on the ground that his clerk "had to pass through a district where I can honestly say he was in peril of his life, or at least of being waylaid and robbed."

The bill was rejected when it reached Washington. The comptroller's office held, "In so far as the legality of such expenditures is concerned, it is not material that they were incurred by overtime service."

The clerk is shocked at Uncle Sam's lack of appreciation for faithful service, and the ambassador may employ an extra clerk, which will cost him much more than the small amount involved.

But the principle of national economy has been sustained.—News Letter.

The Trend of the Hours of Labor

The relative welfare of workers is, of course, not expressed solely by the purchasing power of their wages. The number of hours they work is quite as important as an index of industrial status and gives, besides, an indication of the amount of leisure at their command.

The United States Bureau of Labor Statistics has constructed an index of the hours of labor, using 1913 as a base (equal to 100) of comparison, for the period 1907 to 1926. This index applies to hours of labor which accompany union wage scales. For full-time hours per week the index stood at 102.6 in 1907 and 92.8 in 1926. The trend of the index shows that "in 1926 the regular hours of labor were 0.2 per cent lower than in 1925, 5.7 per cent lower than in 1917, 7.2 per cent lower than in 1913, 8.2 per cent lower than in 1910, and 9.5 per cent lower than in 1907."

The trend of the hours of labor as indicated in a study by the National Industrial Conference Board, based on the data of the Census of Manufactures, applies to both union and non-union workers in 21 manufacturing industries. According to this study the proportion of wage earners working on a schedule of more than 54 hours per week has decreased almost continuously since 1909. The proportion of wage earners working 48 hours and less increased slowly from 1909 to 1914 and very rapidly during the war period. After 1919 there was a tendency to revert to schedules exceeding 48 hours and including 54 hours per week.

But in 1923 nearly 80 per cent of the workers in manufacturing industries were employed on a schedule of 54 hours per week or less. During 1923 in 7 of the 21 industries studied,

"more than half of the wage earners were employed in establishments where the prevailing work-week was 48 hours or less." In all of the industries studied 9.9 per cent worked 44 hours and under, 36.2 per cent worked 44 to 48 hours inclusive, 30.7 per cent worked over 48 to 54 hours inclusive, and 23.2 per cent worked over 54 hours.

Among industrial workers employed 54 hours and over there were 75.6 per cent of the employes in the fertilizer industry, 49.7 per cent in the cotton industry, 38.8 per cent in the iron and steel industry, 33.7 per cent in the chemical industry, 30.4 per cent in the furniture industry, 28.5 per cent in the lumber and mill-work industry, and 23.6 per cent in the agricultural implements industry. The percentages in the other industries fell below 23.2 per cent, the average for all the industries studied. Since 1923 the number of those working 54 hours per week and over has been somewhat reduced, notably in the iron and steel industry.

Thus while the general trend has been toward shorter hours, if it may be assumed that eight hours a day is a reasonable maximum, there is still much room for improvement.—Exchange.

Child Labor Industries Harmful

Atlantic City.—Competition in the sale of the products of 2,000,000 child wage earners is a greater menace to adult breadwinners and manufacturers than is the competition in the sale of the products of 20,000 convicts, declared William Green, president of the A. F. of L., before the convention of the General Federation of Women's Clubs.

"While employers' associations and chambers of commerce, strange to say, are fighting federal legislation which will take children out of the workshops and factories, they are at the same time fighting against the

sale of prison-made goods on the open market," he said.

"Where the sale of convict-made goods has been prohibited the chief reason for such action was that the convicts displace the free worker. In like manner the child displaces the adult wage earner."

He declared that it is the natural right of all children to be free from bodily toil and the crushing discipline of time.

President Green called attention to the fact that states that voted for the prohibition, federal income tax and women suffrage amendments voted against federal legislation to protect the lives of children.

He ridiculed claims that the child labor amendment, if ratified, will prohibit a girl from helping her mother do housework or prevent a boy from helping his father on the farm.

"The farmers of the United States have been credited with doing great harm to our cause," he said. "They have been easy victims of misrepresentation and malicious propaganda."

The failure of some states to properly protect children was declared to be responsible for the submission of the amendment to protect child life.—News Letter.

Learning, laboring and waiting are the ingredients of achievement. It is strange how reluctant men are to learn in connection with work. Yet it is only thus that work is made to yield its best and imperishable wage. Physical support is the immediate wage of work; mental and moral increase is the preferred profit; while that which we call success is the increased capital by which life gains wider opportunity for usefulness. Waiting may better be named the period during which the causes which men set in motion are carried to completion by invisible forces. It is a period to be filled by more labor that continuous completions may fill the future years.

EDITORIAL

(By Daniel J. Tobin)

IT IS RATHER DISCOURAGING sometimes to find some of our most brilliant Americans, both educational and business leaders, misunderstanding and opposing, both with their influence and their money, the American Labor Movement.

Many of those leaders are honest and sincere and their misunderstanding is due to their ignorance, founded on a prejudice which prevents their minds from expanding and seeking the knowledge and information which would set them right as to the principles and purposes of unionism in America.

On the other hand, many employers and many of those who have received their educations or are employed by institutions of learning which are subsidized by wealthy capitalists, oppose trade unionism from a selfish standpoint. There are a class of employers in America who know that the trade union movement is educating the workers to a realization of their importance in the industry of the nation, and that when workers are educated they demand a square deal, which means better wages and shorter hours, and this consequently reduces their profits and dividends.

Recently we made an attempt to organize the drivers employed by the Ward Baking Company in Cambridge, Mass., where the plant is thoroughly non-union and where the drivers are working on a scale far below the scale received by drivers where organized in other cities. As soon as it became known that the men were contemplating attending a meeting, called by the union organizer, they were called in and told that if any man joined the union he would be discharged. Many of the unorganized men and women of today have not the same kind of backbone possessed by the men who twenty-five years ago helped bring the unions to where they are at the present time, and those men becoming weak-kneed post-poned organization.

The Ward Baking Company, in accordance with the latest financial reports, are making all kinds of money and paying substantial dividends. They sell bread in and around Cambridge and Boston at the same price they sell it in Chicago and San Francisco. Their labor costs them less with the result that the people in that district pay just the same price for cheap, non-union labor products, and the Ward Company puts the extra money into their pockets in the shape of dividends, and salaries for the head officials.

This is but a sample of hundreds of other large industrial institutions throughout the country that fight labor because it means greater profits for them. Then again, they have not advanced educationally in the new industrial thought that the workers in an industry are entitled to have some say as to the conditions under which they shall work. They claim to be good Americans, because they happen to be born in this country or because they happen to be at the head of an institution, through some manipulating tactics, but in every particle of their make-up they believe in the old system of master and slave, and many of them today would go back to the days of slavery, hiring, buying and breeding their slaves as

they do their pigs, their horses and their automobiles, if the law did not prevent them from doing so.

The very name of Unionism is typical of our American thought and ideas and is closely connected with our country's history. The name, United States, signifies the union of States. A number of people on this American continent decided to organize and chose a fiery leader who they believed had backbone and courage, whose name was George Washington, and he organized them together to go out and resist the monopoly, called the British government, which was crushing them through unjust taxation and unnecessary soldiery. That organization, under the leadership of their president, George Washington, formed the union of States. It was nothing more or less than the bond of the people to join a union, to choose their officers and run their own affairs.

Later on, when certain elements within the union resented the action of the majority and decided to secede, the then chosen leader of the union, a plain working man named Lincoln, called in one of the organizers, named Grant, and told him to go out and bring those seceders back into the union. Organizer Grant went out and brought them back and they have been pretty good union supporters ever since.

Everything in connection with the formation of our United States, our government, and our history, is absolutely the same as the formation and continuation of our trade unions.

Our unions sometimes have secession movements; men within the union who rebel against the action of the majority and who are influenced in such rebellion by leaders like Lee, but, after a time, seeing their mistake in seceding they come back to their International and decide that the best results can be obtained through a strong, closely-knitted, general organization.

Large industries such as the Steel industry believe in a union of all steel plants. When the United States Steel Corporation was formed, it was done through the merging of several other steel companies, strictly for money making purposes, by great organizers of big business who would make splendid organizers in the labor movement.

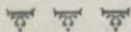
Summing up the whole situation, our United States was founded and preserved on the principles and doctrines now practiced by the trade union movement.

The United States adopted a Constitution and all trade unions adopt a constitution which governs their local unions and membership. England, the oldest of all countries, never had a constitution. Under the constitution and laws of the United States, violators of said constitution and laws, are disciplined. The trade union movement also disciplines its locals and members in accordance with the constitution and laws enacted by all the locals assembled in convention. The trade union movement stands for the preservation of law and order and has done more to strengthen and preserve the laws and government of our United States than any other institution. The trade union movement is opposed to radicalism, to the commitment of crime and the destruction of property, and as to the citizenship of the United States, it endeavors to see that only those who are entitled to citizenship shall be admitted to residence and citizenship within the States:

During the war, the trade union movement was the backbone of the government. During the war when our government was threatened and the freedom for which our forefathers had given their blood was in dan-

ger of being destroyed, the trade union movement was the first great organization of men and women that unselfishly volunteered its services so that the union of States might be preserved.

Under such conditions, as stated above, is it not somewhat discouraging and disappointing, to find those so-called, one hundred per cent Americans, the bluebloods and aristocrats, like the DuPonts, the Rockefellers, the Goulds and the Morgans, banding together and in unison spending their money in sending out their agents and issuing false propaganda for the purpose of destroying that great American institution—the Trade Union Movement?



I HAVE JUST TAKEN OUT a policy for three thousand dollars worth of insurance in the Union Labor Life Insurance Company. I have done this, because I feel it is my duty to protect my family by having insurance. I have no use for the laboring man who can get insurance, but does not, and then leaves his family unprotected, and if he is called away to the Great Beyond his family is starving. Such men are either ignorant or weak-minded.

We are responsible for the welfare of our families. If the children are young they must be protected, and if there are members of the family dependent on us during our life, how much more are they not dependent on us at our death?

In this day of advanced education, the workers should be as up-to-date as the business men and realize that putting money into insurance is the same as putting it in the bank.

The Union Labor Life Insurance Company is owned and controlled by international and local trade unions. The president of the institution is Matthew Woll, a vice-president of the American Federation of Labor and for twenty years General President of the Photo Engravers' Union of North America. Brother Woll is acting as President and helping manage the affairs of the Union Labor Life Insurance Company without recompense of any kind. The business of the Company is handled by practical insurance men who have been in the game all their lives and have studied insurance since the time they left college. Luther Steward, Secretary of the Company, has for a number of years been head of the Federal Employes National Union, chartered by the American Federation of Labor. Martin Ryan, the Treasurer, is General President of the Brotherhood of Railway Carmen, an organization with several million dollars in assets. Brother Ryan does not receive anything for his services as Treasurer. His organization, as has many other organizations, purchased \$40,000 worth of the stock of the Company. Those men are giving their time because they want to make this great affair of trade unionism a success, knowing that insurance is more of a necessity for working people than any other class.

Why have I taken out a policy in the Union Labor Life Insurance Company? First, because I think it is a sound institution. Next, because I believe in insurance. Next, because even though I have other insurance, I need this extra policy. Next, because I know at the time of my passing away, there will not be any technical quibbling about paying the amount of my policy to those I leave behind. Next, because I know if profits are made, that those profits will be honestly divided amongst the policy hold-

ers and stockholders—the trade unions—and lastly, besides being scrupulously a business proposition, I feel that I am morally bound to help an institution created, owned and managed exclusively by the labor movement of America.

I want it distinctly understood that every one will pay, and that I have paid as much, at my age, for a policy in this Company as I would pay in any other Company. The rates are very nearly the same in all companies, and surely everything being equal, we ought to give the benefit of the doubt to our own institution.

I believe in insurance by local unions on their membership. I believe in insurance for international organizations. No International Union can continue to be prosperous which fails to have benefits connected with it in the line of insurance, and one of those benefits should be death insurance. I also believe in regular life insurance companies and believing thus in regular insurance, from what I know of the management of those institutions, I feel safer with a policy in the Union Labor Life Insurance Company than I would in any other, because I know that the profits will not be divided amongst salaried officers any more than is absolutely just and necessary.

Many years ago, during the investigation of old-time insurance companies in New York City, it was found that in the office of the president of one of the companies there was a rug which cost \$60,000; that the officers and directors received fabulous salaries. The reason for this was that the insurance rate was kept high, making the earnings so great that the profits had to be, and were, divided up amongst the officers and squandered on expensive furniture. The investigation at that time was helpful in bringing about legislation, which compelled those companies to pay back, in the form of dividends, to their policy and stockholders all over and above a reasonable amount.

The question is, What is a "reasonable amount?" The government of any state has no power to fix the salaries of insurance officials. The government of a state has no power to say what the furniture in an insurance office shall cost, etc.

I know that the international officers and unions that are managing the affairs of the Union Labor Life Insurance Company are honest, clear-thinking, experienced men, who have managed the affairs of their own unions successfully and will not squander or waste, but will protect and guard, the money of the policyholders of that Company, and in saying this, I want it understood that I am neither an officer nor director of the Company. I have, however, purchased and paid with my own money the maximum amount of stock allowed individuals, which is \$500.00 worth.

Do not misunderstand my purpose in writing this article. You are not compelled to take out any insurance. Do as you see fit, it is your own affair, and I am simply advising you and giving you the information at hand. I believe it is my duty to speak to our people on this trade union proposition and bring to their attention this modern idea of protecting their families by having some insurance. However, use your own judgment. If you decide to take out a policy for either yourself or any member of your family, give the benefit of the doubt to the Company owned and operated by the trade union movement. In many cities this Company has offices. If you cannot find the office, you can write direct for any information you desire to the Union Labor Life Insurance Company, Washington, D. C.

THE Bakery and Confectionery Workers' International has refused to do anything towards complying with the decision of the American Federation of Labor convention, rendered in 1915 in the city of San Francisco relative to giving up the drivers who are holding membership in the Bakers' Union in the city of Seattle, which city is thoroughly organized in so far as our craft is concerned. The Bakers have in membership about 200 drivers. The Executive Board of the Bakers' International took the matter up and decided that it was a local affair and ought to be handled by the local people.

Their executive board member, who is business agent of their union in that district, Mr. McGuern, seems to have considerable influence with their International Union, or, at any rate, the International Union, after giving us some encouragement for two or three years, has now decided that it cannot do anything in the district and the matter is in the hands of McGuern. McGuern through his actions in holding these men who are bakery wagon drivers is doing something which is not being done in any other section of the country.

I desire our people throughout the country to know the facts in this case. We observe all the rules governing the game. We left the question to the decision of the convention of the American Federation of Labor, which, many years ago, decided in our favor and against the Bakery and Confectionery Workers' International Union, but they have refused to observe or obey said decision, while on the other hand, they have repeatedly sought the advice and prestige not only of the Federation but also its affiliated and chartered International Unions whenever a controversy has come up.

Our membership engaged in the bakery industry will please take notice and call it to the attention of the Bakery Workers wherever located, and I now request that *"before any of our local unions enter into any kind of an agreement, either verbal or written, with the representatives of the Bakers, that they first lay the matter before the International Office for instructions."* *"Render unto Caesar the things that are Caesar's"* is as old as history itself and today stands as a guide in governing the affairs of men. Some people believe in getting everything they can, even to grabbing off the property of others in violation of the laws and rules which govern fair-dealing in the Trade Union Movement.

On many an occasion I have refused to admit to membership not a hundred, but thousands of men who applied for membership in our International, because they did not come under our jurisdiction, and the Labor Movement is bigger than grabbing off a few men here and there for the few cents in per capita tax we might receive on them. Ninety per cent of the jurisdiction disputes which have arisen in our country in recent years has been due to the lack of a desire on the part of the officers of International Unions to do that which is right, or because of the lack of nerve, backbone and fair-dealing on the part of some union officers.

The Bakery Wagon Drivers of St. Louis, one of the strongest unions of its kind in America, was at one time part of the Bakery Workers' International Union, but for several years they have been part of our International and their conditions are being continually improved and, I am satisfied, under no circumstances would they go back to affiliation with the Bakery Workers' International. The same is true in Oakland, California, San Francisco, and other places and in those districts goodwill and mutual understandings prevail between the inside workers and the drivers,

and neither side has lost anything. On the contrary, all have gained. So, why is it that the same condition or rule of justice does not apply in Seattle? The reasons have been stated above.

The American Federation of Labor recently instructed the Secretary of the Central Labor Union in Seattle to unseat the delegates of the Bakery and Confectionery Drivers' Union because of their affiliation with the Bakery Workers' International organization. They are now unseated both in the Central Body of Seattle and the Washington State Federation of Labor. By this action, the Labor Movement of the State of Washington has placed its disapproval on the present affiliation of the drivers and on the attitude of the Bakery and Confectionery Workers' Union, which has refused to abide by the decisions of the conventions of the American Federation of Labor. However, in face of this rebuke by the Central Body and State Branch, they still persist in holding to their unlawful position and in violating the decisions of the Federation, yet, they will expect, should they become involved in trouble, to receive the support of the organized labor movement of America. Truly it has been said, "Consistency, thou art a jewel." Man's unfair dealings with his fellow men, and man's refusal to obey the laws governing our trade union movement, these things combined, are the cause of a great deal of the misunderstandings and trouble which obtain in the Labor Movement today.



TO ALL OUR LOCALS AND MEMBERS: Render no assistance to Bakers any place until they turn over our drivers to us in Seattle.



Child Night Workers Cause State Survey

"The employment of women and children in night work in southern cotton mills is more than a social mistake, it is an economic crime and should be prevented by the state," said Robert Lassiter, cotton mill operator and a member of the directorate of the Richmond Federal Reserve Bank.

Mr. Lassiter said he has congratulated Governor McLean upon his decision to have an investigation made of plants employing women and children.

"The result of night work by women and children, even though the children be of legal age, can not be justified by morals or common sense," said Mr. Lassiter.

"The fixed policy of running the mills at night, and using women and

children in them for such work can have but one result, and that will be harmful, vitiating and destructive to the industry itself.

"It is the economic blunder and crime of the thing, the anti-business phase of it, that has impressed me. I am opposed to it and will be delighted to have the cover torn off the situation as now exists in the state and throughout the South. It will be the salvation of the cotton manufacturing industry itself, if the elimination of this primal cause of all its evils can be brought about."

The governor's decision to order a probe followed long agitation by various women's organizations and trade unions of this state.

The agitation was renewed when cotton mill owners refused to permit the University of North Carolina to survey conditions in mill villages of the state.

CORRESPONDENCE

*Joint Council No. 16, New York
City, N. Y.*

October 19th, 1927.

Mr. D. J. Tobin, General President
I. B. of T., C. S. & H. of A.

Dear Sir and Brother:

I beg the liberty of writing you to express my personal sentiments and the whole-hearted opinions of the delegates and officers of our affiliated locals. No time is more opportune than the present. Never before in the history of the movement have we witnessed the workings of a real honest, fearless leader of men as we did during the strikes of Locals 807 and 282. The character, fitness and ability to lead 6,000 strikers goes unchallenged and has won him new laurels in the hearts of every trade unionist in the States of New York and New Jersey.

We feel that our movement is blessed with a leader whose very makeup speaks out to the masses of workers who, from time to time, look forward to him for advice and guidance. We feel that he has answered the call of the majority and by his sterling qualities has proven to the paper critics that he is a leader of men, and has produced to the satisfaction of all, that by his leadership, the membership of Locals 282 and 807, numbering 6,000, have been successful in gaining a \$5.00 per week increase above their present wage. Local 202, Produce Drivers, also gained the same increase. Local 814, also gained an increase of \$4.00 per week.

I mention these facts to substantiate our challenge that the Teamsters' movement of Greater New York and Jersey City, under the capable leadership of Vice-President M. J. Cashal, has successfully increased the weekly pay of its members and has grown in numbers to

such an extent that today our movement stands out in the front ranks of organized labor—all through the efforts of a leader who by his energy and sacrifices labored so courageously with one thought in mind, that the masses he represented should gain sufficiently to enable them and their dependents to enjoy a greater share of the happiness and fruits of life, and with this end in sight and fully accomplished by him, we feel that the opportune time is present to express our appreciation in having as a leader a man of such sterling qualities as Vice-President M. J. Cashal. We trust that his stay with us will be a long one. We wish him good health to continue the good work he has so nobly accomplished in the past, and we hope the future will have in store for him greater gains than the past.

The delegates and officers of our movement here in New York and Jersey extend to you, our leader, our heartiest congratulations for your remarkable achievement and we acknowledge with sincere thanks the success you have gained for us, that we are unanimous in our discussion to co-operate with you at all times.

Fraternally,

THOS. J. LYONS,
Secy. Joint Council No. 16.

The true remedy for poverty, as far as there is a remedy, is in steady work, shorter hours and fair wages. The energies of the workers must be turned towards attaining these three things, and when they have been attained a better state of society than we now have will be found to exist. When the toilers can have time to rest and enjoy their homes, the spirit of restlessness will give way, to a great extent, to contentment and peace.

TO LOSE freedom and liberty is the most serious loss the human family can suffer. Freedom or liberty lost is hard to regain and in many instances is never regained. If we were to lose our labor organizations it would require many years to regain what we now have. Lose our organizations and we lose our liberty of action, freedom of speech, freedom of assembly, and our right to have any say in wages, hours of labor, or working conditions. Those who would destroy our unions are traitors to themselves, and to the labor movement, as well as to society and civilization.



DESTROY the moral fibre in any movement or organization and you have undermined it, with the outcome that it will soon crumble.



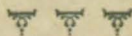
DO YOU ATTEND the meetings of your local? If not, do not assail the officers of your local behind their backs. The place for honest criticism is in the meeting. A criticism from behind shows a yellow streak.



THE "GET ONE" SOCIETY is being continually added to. If every member of a local would secure one new member the membership throughout the country would be doubled. Be an active worker; a live wire in the movement.



DON'T BE a one-idea man. Get above it. If the members of your union by majority vote think different than you do; don't accuse them of dishonesty of purpose. The fad of one can not be the faith of all.



THE AVERAGE WORKER does not want charity. He wants a pay envelope or a salary sufficient to meet his daily needs, with a sufficient margin for emergencies. In other words, he does not want a "living" wage.



EVER STOP TO THINK that there never has been a voluntary increase in wages? The only time an increase is "granted" is when they can not get men to work for less.

Official Magazine of the
**INTERNATIONAL BROTHERHOOD
of TEAMSTERS, CHAUFFEURS
STABLEMEN and HELPERS
of America**

**Wear the Emblem of Our
Organization**

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THE PRICES ARE AS FOLLOWS:

Buttons . . .	\$.25 apiece
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All orders should be sent through the Secretary of the Local Union to

THOMAS L. HUGHES, Secretary

222 EAST MICHIGAN STREET

INDIANAPOLIS, INDIANA